

# **Biomedical Sciences Corps Update**

**June 2004**

**Col Tim Ray  
Chief, BSC Utilization &  
Education Branch  
HQ Air Force Personnel  
Center  
Randolph AFB Texas**



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# Overview

- **BSC Corporate Structure**
- **State of the Corps**
- **BSC Future**
- **Force Development**
- **Assignments**
- **Boards, Records, & Promotions**
- **Professional Military Education**
- **OPD & Mentorship**
- **New BSC Coin**
- **Headquarters AFPC AFMS Staff**
- **Question/Discussion**



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# **BSC Corporate Structure**

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# ***BSC Organization***

- **Corps Chief**
  - **Col Jeffrey Sventek**
- **Corps Director/Deputy Chief**
  - **Col Martha Davis**
- **Associate Director**
  - **Lt Col Martha Stokes (July)**
- **Force Structure Manager**
  - **Maj Therese Bohusch**
- **Force Management Fellow**
  - **Maj Susan Black (September)**



**Your Representatives to the Surgeon General**

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# ***BSC Corporate Advisory Board***

<b><u>Position</u></b>	<b><u>Rotate</u></b>
■ Corps Chief	2007
■ Deputy Corps Chief/Director	2006
■ Associate Corps Director	2004
■ BSC Force Structure Manager	2005
■ BSC Fellow	2004
■ Associate Corps Chiefs (15)	3 years
■ MAJCOM SGB (11)	End of Tour
■ AFPC/DPAMW	2005
■ Group Commanders (current)	2 years
■ Special Jobs (examples)	End of Tour
■ MAJCOM SG	
■ Dir, Med Svc Officer Mgt, AFPC	
■ Science & Tech Advisor	
■ Junior Members (2)	Each Mtg

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# **MAJCOM BSC**

## ***Advisors***

<b>ACC</b>	<b>Col Jack Jeter</b>	<b>Langley AFB VA</b>
<b>AETC</b>	<b>Col Thomas Stedman</b>	<b>Randolph AFB TX</b>
<b>AFMC</b>	<b>Col Patrick Johnson</b>	<b>Wright Patterson AFB OH</b>
<b>AFRC</b>		<b>Robins AFB GA</b>
<b>AFSOC</b>	<b>Lt Col Michael Chyrek</b>	<b>Hurlburt Field FL</b>
<b>AFSPC</b>	<b>Col Donald Coates</b>	<b>Peterson AFB CO</b>
<b>AMC</b>	<b>Col Craig Hollenbeck</b>	<b>Scott AFB IL</b>
<b>ANG</b>	<b>Lt Col Cindy Cogburn</b>	<b>Andrews AFB MD</b>
<b>PACAF</b>	<b>Col Glenn Goddard</b>	<b>Hickam AFB HI</b>
<b>USAFA</b>	<b>Col Mark Welter</b>	<b>Peterson AFB CO</b>
<b>USAFE</b>	<b>Lt Col Fred Kelsey*</b>	<b>Ramstein AB GE</b>

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# ***Associate Chiefs of the Biomedical Sciences***

***Corps***

<b>Aerospace Physiology</b>	<b>Col Susan Richardson</b>	<b>Bolling AFB DC</b>
<b>Audiology/Speech Pathology</b>	<b>Lt Col M. Ann Stokes</b>	<b>Keesler AFB MS</b>
<b>Bioenvironmental Engineering</b>	<b>Col Michael Rusden</b>	<b>Bolling AFB DC</b>
<b>Clinical Psychology</b>	<b>Col Wayne Talcott</b>	<b>Brooks City Base TX</b>
<b>Clinical Social Work</b>	<b>Col Peter Durand</b>	<b>Andrews AFB MD</b>
<b>Dietetics</b>	<b>Col Bonnie Johnson</b>	<b>Lackland AFB TX</b>
<b>Entomology</b>	<b>Col James Swaby</b>	<b>Brooks City Base TX</b>
<b>Health Physics</b>	<b>Lt Col Kali Mather</b>	<b>Bolling AFB DC</b>
<b>Laboratory</b>	<b>Col Donna Roncarti</b>	<b>AFIP Rockville MD</b>
<b>Optometry</b>	<b>Col Mark Welter</b>	<b>USAFA CO</b>
<b>Pharmacy</b>	<b>Col (s) Phil Samples</b>	<b>Bolling AFB DC</b>
<b>Physical/Occupational Therapy</b>	<b>Col James Calhoun <b>NEW!</b></b>	<b>Vance AFB OK</b>
<b>Physician Assistant</b>	<b>Lt Col John Bullock</b>	<b>Bolling AFB DC</b>
<b>Podiatry</b>	<b>Lt Col Daniel Naughton</b>	<b>Offutt AFB NE</b>

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# ***BSC Vision & Mission***

## **Biomedical Sciences Corps Vision**

**BSCs ... Diversity united in one mission,  
one voice, one corps**

## **Biomedical Sciences Corps Mission**

**Enhance AF/AFMS mission-effectiveness by  
providing world-class customer service and  
scientific expertise...resulting in peak force  
performance/productivity and a healthy  
beneficiary population**

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# **State of the Corps**

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# ***State of the Corps***



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# ***Top Five Issues***

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- **Communication**
  - **Up, Down, Across - all levels, all BSCs**
- **Mentoring/Career Counseling**
  - **MTF Executive Role/Responsibilities**
- **Personnel**
  - **Pay, Promotion, Assignments**
- **Position BSCs for AEF/Homeland Defense**
  - **Top cover, AF/SG Corporate Structure**
- **Sight Picture**
  - **Force Development**

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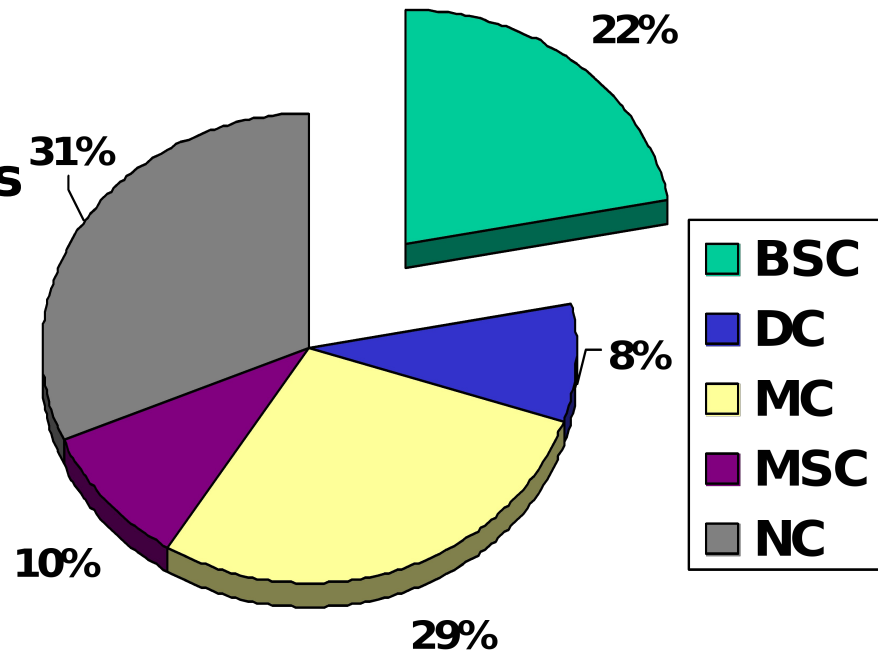
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# AFMS Organization

- Biomedical Sciences Corps
- Dental Corps
- Medical Corps
- Medical Service Corps
- Nurse Corps



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# AFMS Corps Grade Pyramids (Lt through Col)

■ LAF



■ BSC



■ DC



■ MC



■ MSC



■ NC



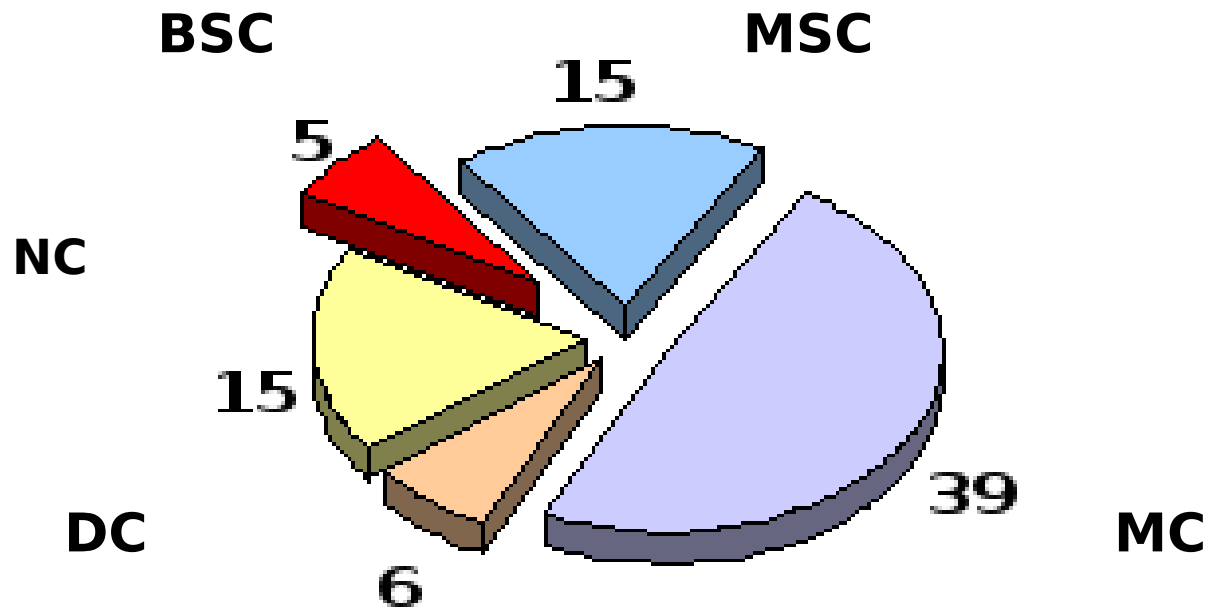
As of 1 Jan 04

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# ***Group Commanders By Corps***



Current as of Aug 03

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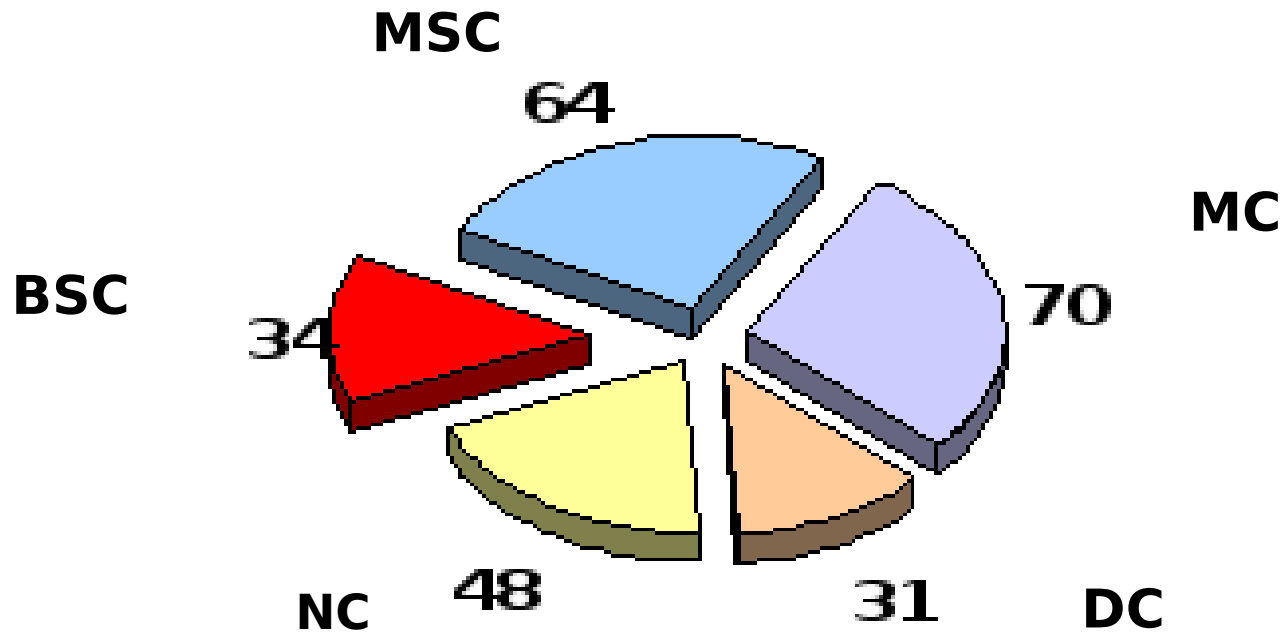




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# ***Squadron Commanders By Corps***

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Current as of Aug 03

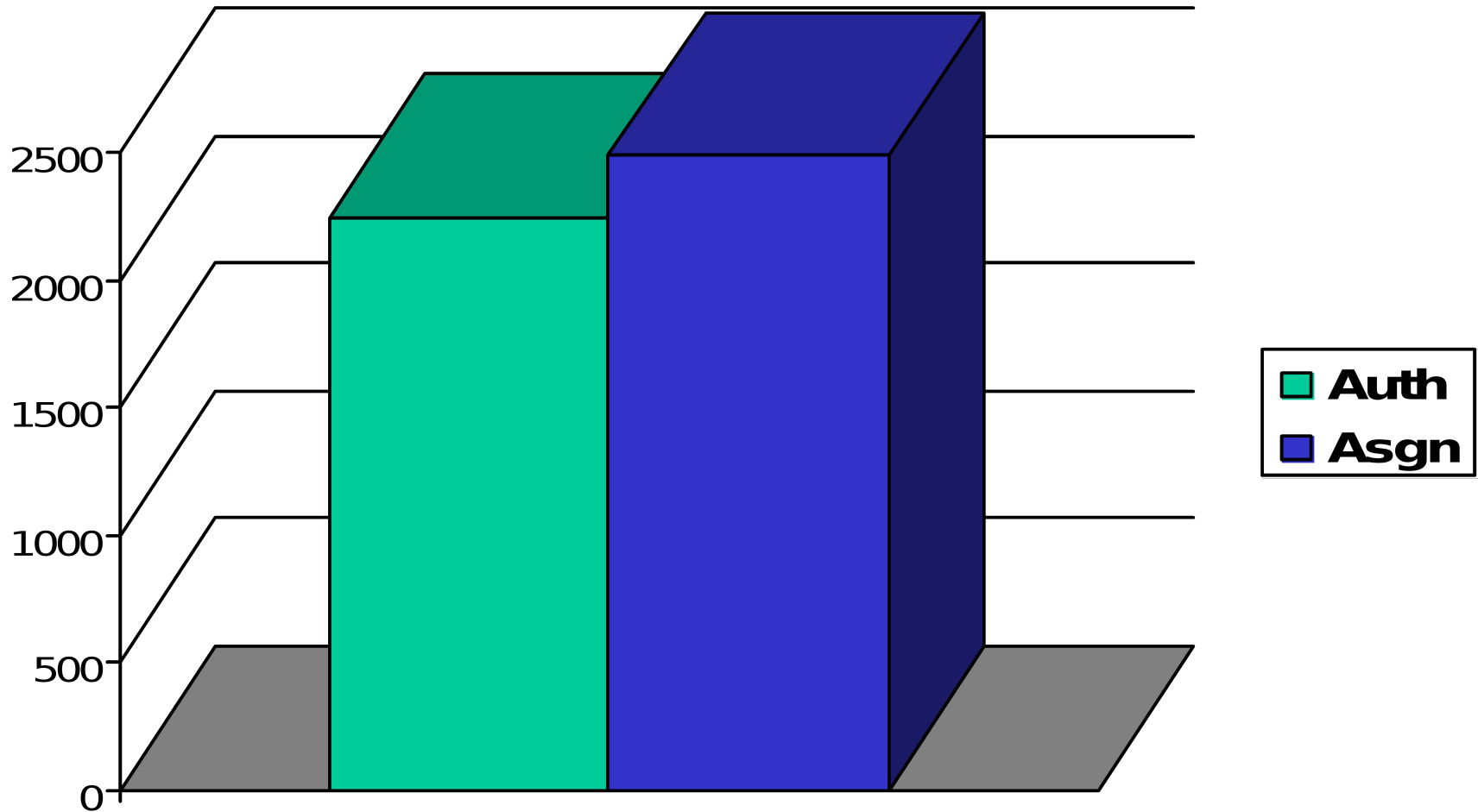
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# ***BSC Staffing***

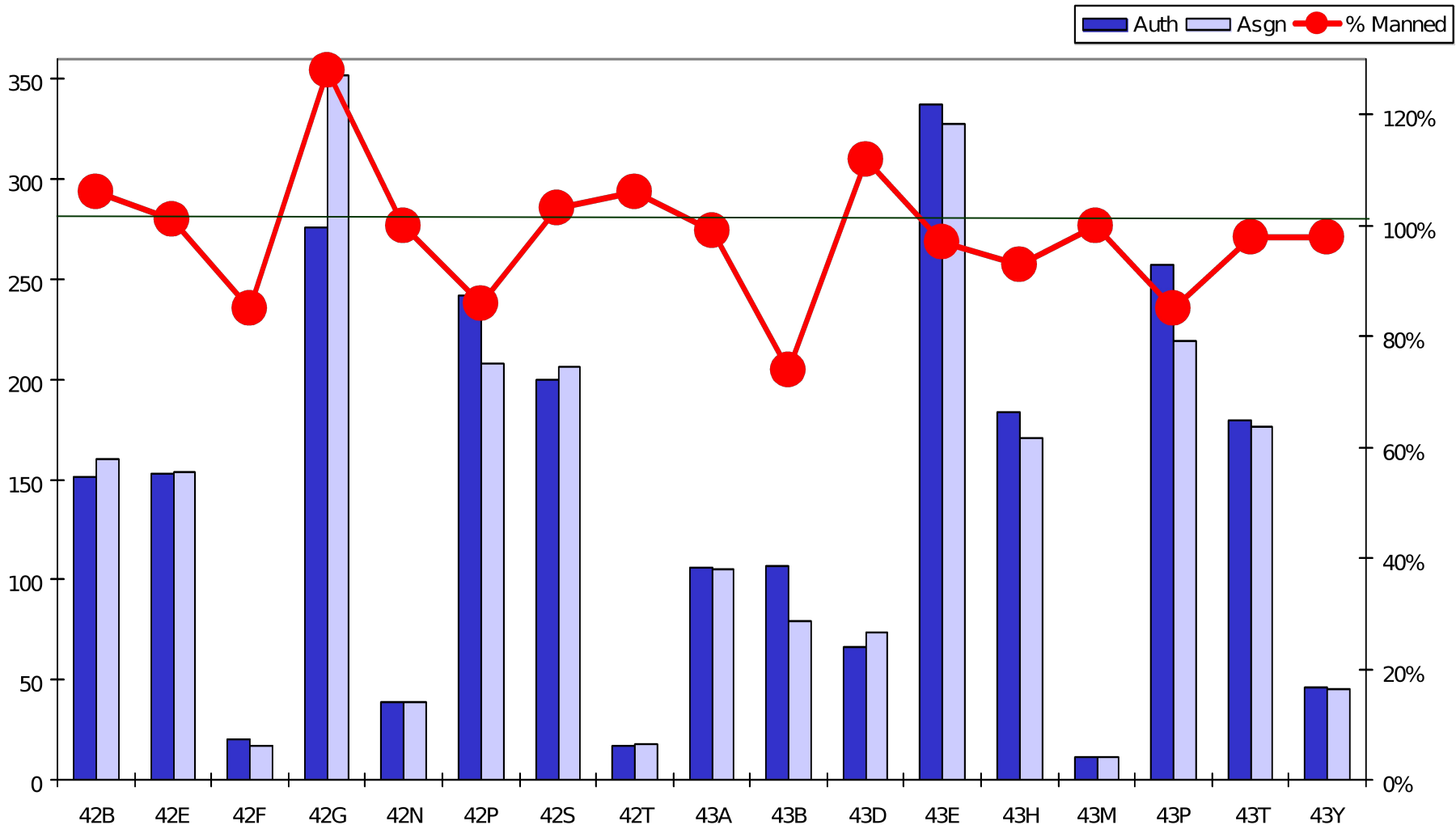


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# BSC Staffing



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# **BSC Future**

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# ***Does the BSC Have a Future in the Air Force??***

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- **Yes, but...**
- **SECDEF Directed Services to Meet End-Strength**
  - **AF is Over End-Strength ~13K Billets**
  - **BSC is Over End-Strength ~150 Billets; AFMS ~ 50**
- **BRAC Planning Ongoing - Report Due in 2005**
- **Force Shaping Under Construction**
  - **Exploring Options with AF/DP and AFPC**
  - **Over-Staffed Career Fields Get First Look**
- **AF/SG AFSC Review - Exhaustive Review of Corps' Structures**
  - **UTCs**
  - **Military-Unique Requirements**
  - **Sustainable Career Paths**
  - **Sustainable Promotion Opportunity**
  - **Opportunity to Civilianize and Contract**

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# ***The BSC Future?***

- **We Know**

- **The BSC Will Be Smaller**
- **UTCs and Military-Unique Requirements are Important**

- **We Don't Know**

- **If Specific Career Fields Will Go Away**
- **If/When Changes Will Occur**

- **We Must**

- **Develop the Force to Meet AF Mission Requirements**

**Right People, Right Place, Right Time, Right Training**





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# ***Hot Issues***

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## ■ **CSAF/SECAF Letter**

### ■ **Star for the BSC**

### ■ **Group CC Guidance**

## ■ **Force Shaping**

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# **Force Development**

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# ***Force Development***

## ***Why Do We Need It In The AF ?***

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### **■ Today**

- “Deep” perspective
- Chance  
“development”
- Focus on Functional  
skills
- Less focus on  
Enduring  
competencies
- Career stovepipes

### **■ Tomorrow**

- “Wider” perspective
- Systemic, deliberate  
development
- Develop necessary  
Functional skills and  
Enduring  
competencies
- Interchangeable  
senior leaders
- Better team builders



# ***Force Development***

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## ***Doctrine***

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- **Development** - the series of experiences and challenges, combined with education and training opportunities that produces AF leadership
  - **Tactical level Development** - gaining knowledge and experience in primary skill, combined with educational and leadership training experiences (logical job-related skill development, leadership training, and appropriate educational opportunities)
  - **Operational level Development** - continued widening of experience and increased responsibility within a related family of skills
  - **Strategic level Development** - challenges to gain breadth of experience and leadership perspective (logical pairings of skills, educational opportunities and training focused on the institutional AF, joint, inter-government, business and international views)

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# ***Force Development***

## ***The Construct***



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# ***Force Development Execution***

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- **Two Key “Trigger Pullers” to implement deliberate force development**
  - **AFPC**
    - **Change our assignment/utilization system to deliberately develop the force, build future capability, and support the AEF**
  - **AETC (AU, AFIT, etc.)**
    - **Capitalize on formal education as an existing opportunity that is a recognized key part of force development**

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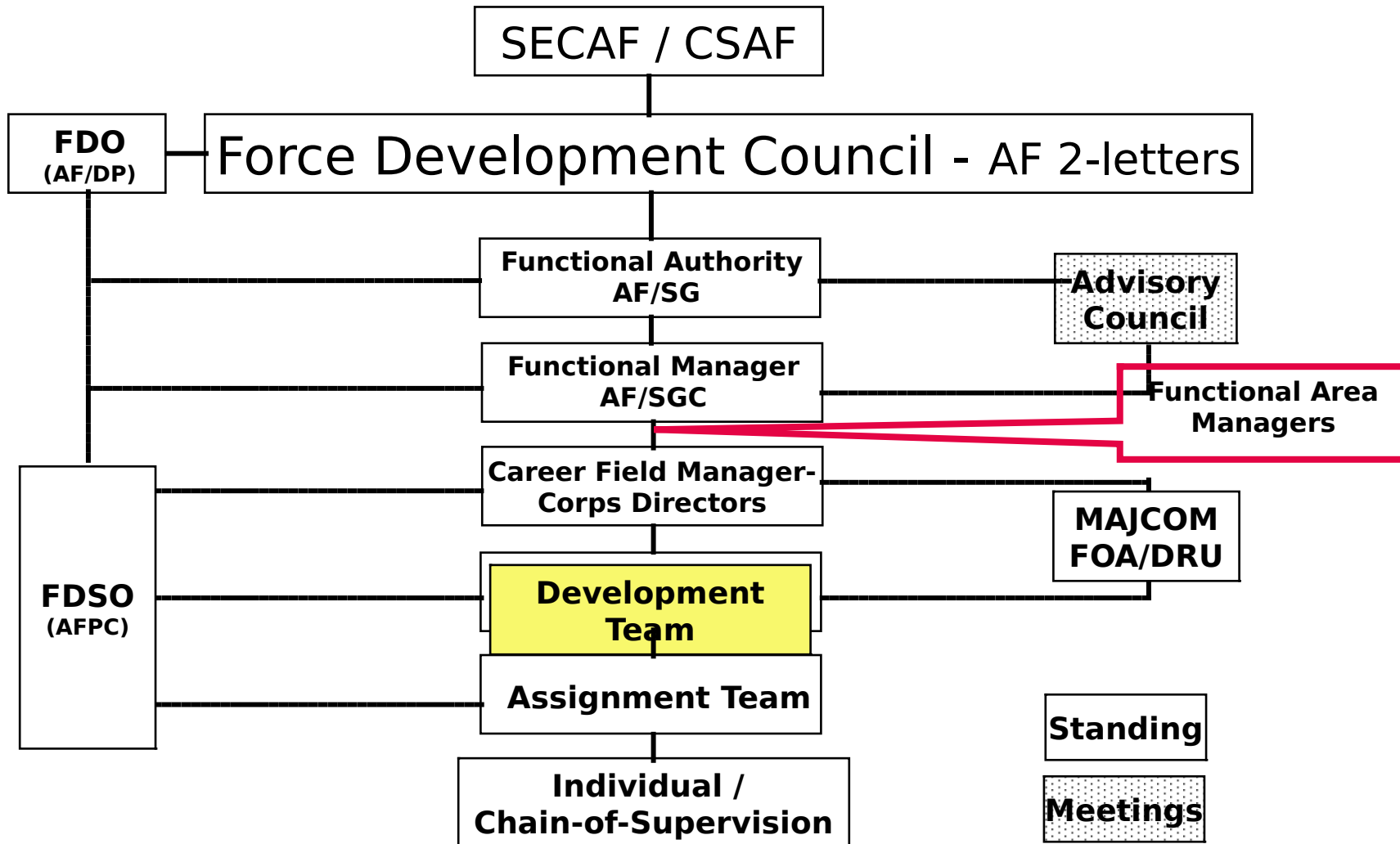
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# Force Development Management Structure



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# ***Force Development***

## ***BSC Development Team***

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### **FD Team Membership**

- Corps Chief (FAM)
- AF/SGC Corps Director (CFM)
- AFPC/DPAMW
- 15 Associate Corps Chiefs
- May use corps-specific sub-team/support
  - Associate Director
  - Force Structure Manager
  - Assignment Officers

### **Team Responsibilities**

- Execute Force Development Policy
- Execute Prioritization Plans
- Conduct Requirements Review
- Identify Developmental Education Candidates
  - ACSC, AAD, EWI, Residency
- Review / Recommend Developmental Actions
  - Accessions, developmental assignments, cross-flow, etc
  - Identify Special Program Criteria / Candidates
- Provide feedback via Officer Development Plan (ODP)

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# ***Force Development***

## ***Operationalizing Development***

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- **AFPC is balancing AF development needs against personal desires in an execution plan**
  
- **Key Elements include:**
  - **Individualized plan - collaborative effort**
  - **Development team - meets at least semi-annually**
  - **Feedback to close the loop with officer and commander**
  
- **Result: Synchronized, tailored deliberate development with a purpose to meet AF needs**

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# ***Force Development Assignments***

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- **Current process remains ...however, it will incorporate more deliberate planning**
- **Builds upon Air Force Assignment System (AFAS)**
- **Designed to meet Air Force needs, while better accommodating individual's goals and objectives**
- **Incorporates the Development Team process**
- **Builds upon the Preference Worksheet process towards a robust Officer Development Plan (ODP)**

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# **Assignments**

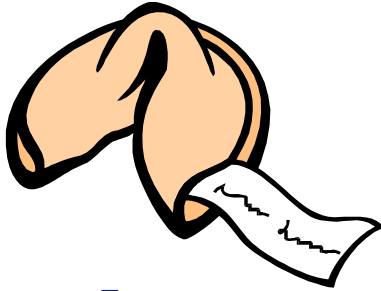
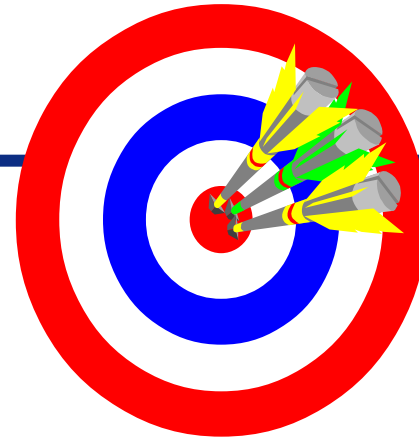
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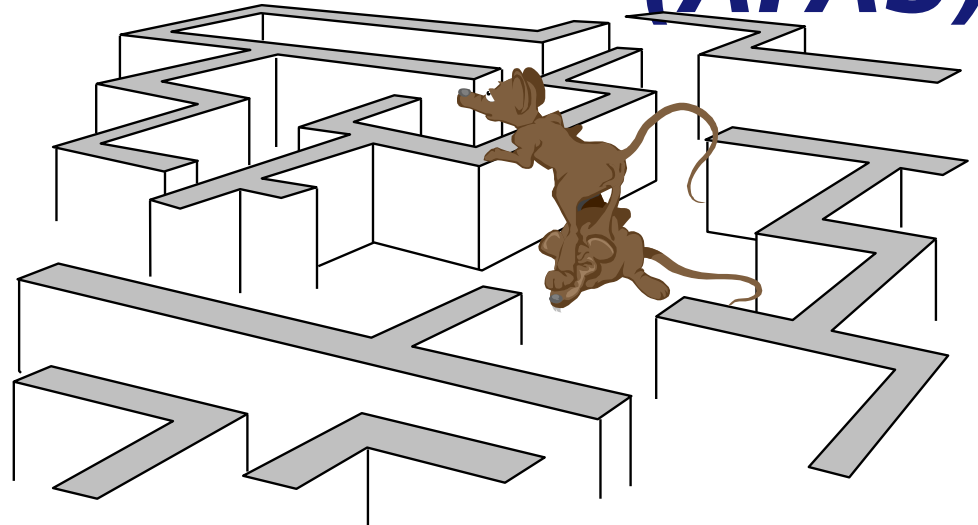
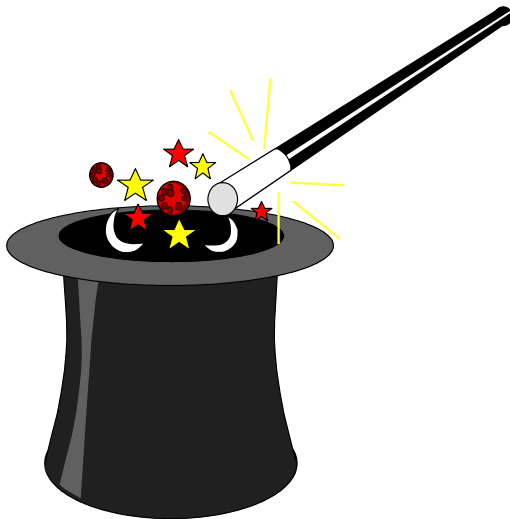


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# ***Air Force Assignment System (AFAS)***



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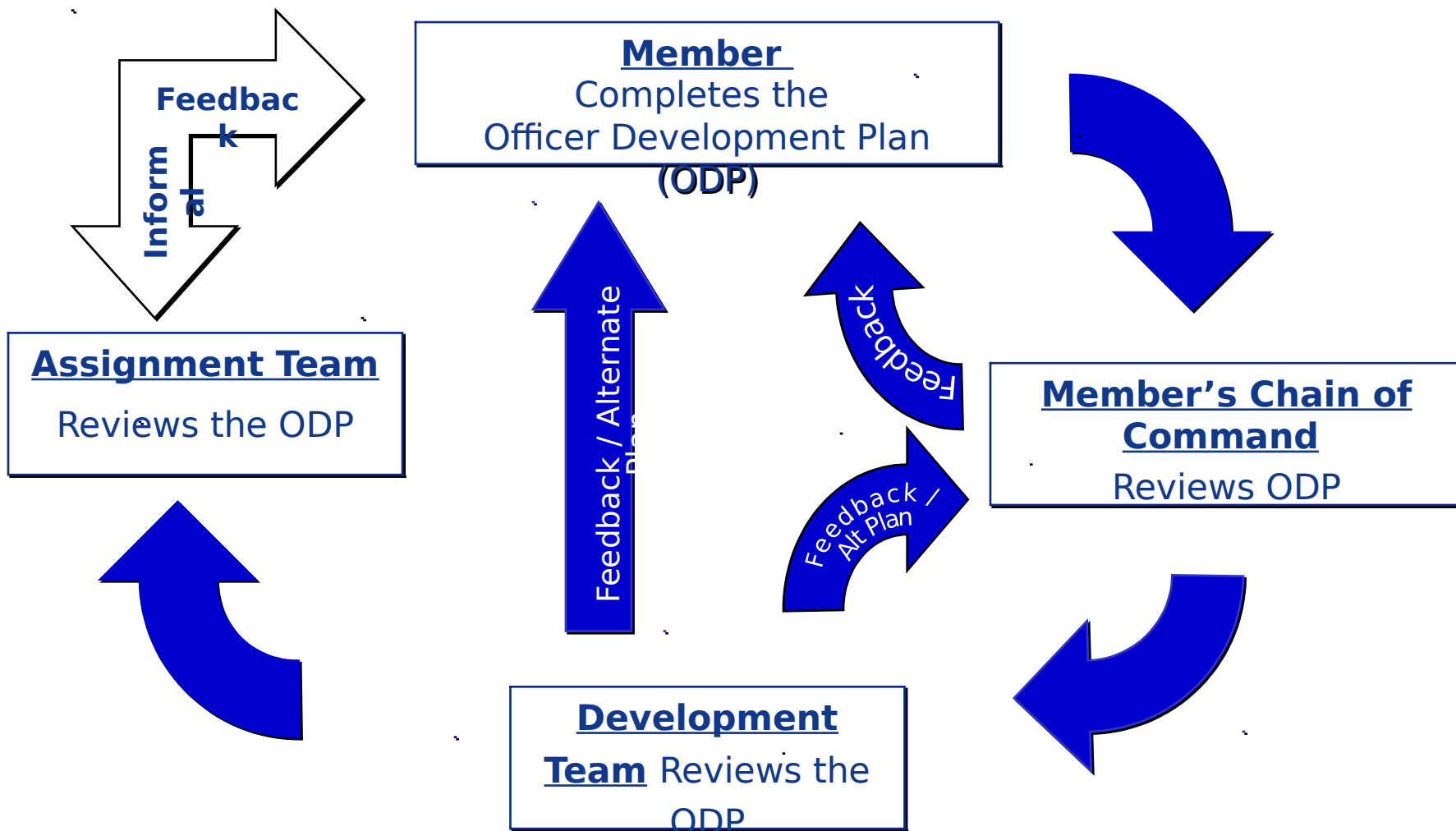
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# ***ODP Process***



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# ***Developmental Assignment Process***





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# ***Assignment Thoughts***

- **The ODP is a developmental game plan rather than just a specific job preference**
- **Development Teams determine **vectors****
  - **Focus on individual and career field development**
  - **Involved in special selection processes**
- **Assignment Teams (ATs) make assignments**
  - **Focus on individual and mission needs**
  - **Resolve conflicts between DT vectors, the officer/ chain of command inputs, and mission needs**

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# ***Assignment Cycle Timelines***

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<b>Cycle</b>	<b>VML</b>	<b>PRD</b> (Vacancies)	<b>T-ODP</b> <b>due</b>	<b>Matches</b> <b>Made</b>	<b>RNTLD</b>
<b>Summer</b>	<b>Nov 2003</b>	<b>Dec 2003</b>	<b>Jan 2004</b>	<b>Jan-Mar 2004</b>	<b>Jun-Sep 2004</b>
<b>Fall</b>	<b>Apr 2004</b>	<b>Apr 2004</b>	<b>May 2004</b>	<b>May - Jul 2004</b>	<b>Oct 04 to Jan 05</b>
<b>Spring</b>	<b>Aug 2004</b>	<b>Aug 2004</b>	<b>Sep 2004</b>	<b>Sep - Oct 2004</b>	<b>Feb-May 2005</b>

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# ***Authorizations/ Requirements Display***

- **Planning tools available thru AMS Web**  
([www.afpc.af.mil/afas/afas-main.htm](http://www.afpc.af.mil/afas/afas-main.htm))
- **Authorizations - displays all current funded positions**
  - **AFSC / Location / Grade / Level**
- **Requirements - displays potential assignment vacancies for a specific assignment cycle**
  - **Updated by AOs/OAT**
  - **Exceptions: “Boarded” Assignments (PME, CC), Short Notice Requirements, Internal Fills**



# ***“T-ODP”***

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- **Communicative Tool**
- **Formalizes Commander Involvement**
  - **Officer Preferences / CC Recommendation**
  - **Promotes Realistic Planning / Expectations**
  - **Creates Assignment Preference Database**
  - **Narrative Section**
  - **Development Team Reviews**
- **Transmitted Electronically**
- **Mandatory For Every Officer Below O-6**
  - **Assignment matching WILL start with or without a T-ODP - it's your chance to voice your preferences**

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# ***Transitional Officer Development Plan***

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- **Communicative Tool**
- **Formalizes Commander Involvement**
  - **Officer Preferences / CC Recommendation**
  - **Promotes Realistic Planning / Expectations**
  - **Creates Assignment Preference Database**
  - **Narrative Section**
  - **Development Team Reviews**
- **Transmitted Electronically**
- **Mandatory For Every Officer Below O-6**
  - **Assignment matching WILL start with or without a T-ODP - it's your chance to voice your preferences**

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**Transitional Officer Development Plan (T-ODP)**  
*formerly Officer Assignment Preference Worksheet (PW)*

**NOTE!**

**CLICK HERE BEFORE CONTINUING...**  
**YOUR FUTURE DEVELOPMENT DEPENDS ON IT!**

**AUTHORITY:** 10 USC 8013

**PURPOSE:** This form is used to provide Air Force officers and their commanders an avenue to state assignment preferences and developmental recommendations and communicate them to their Officer Assignment Teams (OAT) and Development Teams. Assignment related questions should be directed to the appropriate OAT.

**ROUTINE USES:** None.

**DISCLOSURE:** Voluntary, but failure to disclose the information requested will forfeit your voice in your development and assignment selection process.

**I. Identification Data**

Member Identification Information		
<b>Note:</b> If eMail address or phone number is blank or incorrect, fill in correct information and click <b>Update</b>		
<b>Name:</b> RAY PAUL T	<b>Rank:</b> Col	<b>SSAN:</b>
<b>eMail:</b>	<b>Phone:</b>	<b>Fax:</b>
T-ODP Reviewer Identification Information		
<b>Note:</b> If reviewer's name is blank or incorrect, fill in reviewer's correct Name or Social Security Number (SSN) and click <b>Update</b> . Also, reviewer can update reviewer's eMail address when logged on to AMS.		
<b>Name:</b> <b>MILLER, CHRISTOPHER</b>	<b>Rank:</b> <b>BG (SEL)</b>	<b>SSN or Name:</b> (Last First)
<b>eMail:</b> <a href="mailto:paul.carlton@pentagon.af.mil">paul.carlton@pentagon.af.mil</a>	Enter your reviewer's Name or Social Security Number <b>only</b> if the reviewer's name listed above is blank or incorrect. Correct e-mail information is required to ensure your personal information goes to the right recipient.	

**Update** to save changes or **Next** to save changes and go to next section.

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**This worksheet is mandatory. It impacts your overall development and next assignment.**

**To better communicate with your assignment and development teams, indicate below your overall intent for assignment**

I will accept an assignment consistent with ODP

I do not wish reassignment at this time (Explain in Officer Comments of T-ODP)

I have a separation/retirement application or DOS in system

Undecided

I will stay in AF if allowed to remain in-place (Explain in Officer Comments of T-ODP)

I will stay in AF if matched to a choice on my T-ODP (Explain in Officer Comments of T-ODP)

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**Special Selection Opportunities / Developmental Education Opportunities**

[I would like to be considered for a Special Selection Opportunity \(SSO\) / Developmental Education Opportunity](#)

**Command Preference**

My command/leadership duty preference is:

[click here for explanation of choices](#)

**Instructor Duty**

[We must all recognize the importance and value of instructor duty - CSAF](#)

If selected for instructor duty, my preference is:

[click here for explanation of choices](#)

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**This does not lock you into an assignment or commitment at this time**

**Update** to save changes. **Next** or **Back** to save changes and go to appropriate section.

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# You are being actively considered for assignment.

- Absence of assignment preferences and commander/supervisor recommendation does not exempt you from assignment selection
- If you do not want an assignment, you forfeit your right to have a voice in your development and assignment selection process

Appears only when officer is listed on VML

This worksheet is mandatory. It impacts your overall development and next assignment.

To better serve you, indicate below your intent for assignment

- ☐ I will accept an assignment consistent with OPD
- ☐ I do not wish reassignment at this time (Explain in Officer Comments of T-ODP)
- ☐ I have a separation/retirement application or DOS in system

Undecided

- ☐ I will stay in AF if allowed to remain in-place (Explain in Officer Comments of T-ODP)
- ☐ I will stay in AF if matched to choice on my T-ODP (Explain in Officer Comments of T-ODP)

Transitional ODP allows you to let your assignment team know you are competing for Special Selection Opportunity.

Intent to Command / Special Selection Opportunities / Educational Opportunities

I am a volunteer for command if eligible: ☐ Yes ☐ No

☐ I would like to be considered for a Special Selection Opportunity (SSO) / Developmental Education Opportunity  
(If selected you will incur an ADSC)

☐ I desire Instructor duty

*We must all recognize the importance and value of instructor duty - CSAF*

**This does not lock you into an assignment or commitment at this time**

**Update** to save changes. **Next** or **Back** to save changes and go to appropriate section.

Update

<- Back

Next ->

Officer's Comments

Next Assignment Specific:

characters left:1225

Next Assignment Specific Comments - 1280 characters max

Developmental Objectives:

characters left:595

Developmental Objectives - 640 characters max

No change here.

Reviewer's Comments

Primary Assignment Recommendation:

characters left:192

Alternate Assignment Recommendation (if primary is not available):

characters left:192

Additional Developmental Recommendations/Assessment:

characters left:568

Additional Developmental Recommendations/Assessment - 640 characters max

Save to save changes. Back to save changes and go to previous section. Forward to save and send to DT.

Save (Does Not Forward)

<- Back

Return to Officer

Forward for DT Review

3 lines max

3 lines max

10 lines max

Developmental Recommendation s added here. Includes link to help

U.S

## T-ODP Reviewer Comments

Link takes officer to "help verbiage" which thoroughly explains that a DT vector represents a snapshot in time and one way to develop an officer but not the only way.

If DT concurs with member/commander objectives, DT feedback will indicate "on target" with comments as required to amplify.

### Additional Developmental Recommendation/Assessment:

Additional Developmental Recommendation/Assessment - 640 characters max

Forwarded to T-ODP Reviewer: 2003-08-21 10:25:11

Forwarded to AFPC: 2003-08-21 10:43:16

Development Team Feedback **On Target**

### Development Team Assessment:

Development Team Comments - 640 characters max

**YOU MAY NOT BE ASSIGNED IN PRECISE ACCORDANCE WITH THE DT VECTOR.**  
[Click here for more information](#)

Reviewed by Development Team: 2003-10-20 13:42:03

## Development Team Feedback - Alternate ODP Determined

### Alternate Duty Preferences

	AFSC/Duty Title	Level	MAJC
1	33S Flight Commander	SQ	
2			

### Development Team Assessment:

Development Team Comments - 640 characters max

**If DT DOES NOT concur with member's objectives, an "alternate ODP" box will show alternate jobs with comments appended.**

**YOU MAY NOT BE ASSIGNED IN PRECISE ACCORDANCE WITH THE DT VECTOR.**

**[Click here for more information](#)**

Reviewed by Development Team: 2003-10-20 13

## T-ODP Reviewer Comments

### Primary Assignment Recommendation:

Primary Assignment Recommendations - 192 characters max

### Alternate Assignment Recommendation (if primary is not available):

Alternate Assignment Recommendation - 192 characters max

### Additional Developmental Recommendations/Assessment:

Additional Developmental Recommendations/Assessment - 640 characters max

Indicates DT has not  
reviewed Transitional  
ODP

Forwarded to T-ODP Reviewer: 2003-08-06 09:58:13

Forwarded to AFPC: 2003-08-06 10:12:14



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# ***T-ODP Do's***

- **List background and experience**
- **List your “dream” assignment**
- **List realistic choices and be flexible!**
- **Focus on career progression (types of jobs, how they fit into your career plan) not specific jobs**
- **Explain unique situations: family, timing, school, etc**
- **Let your T-ODP “do the talking”**
- **Follow up with your commander**

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# ***T-ODP Don'ts***

- **DON'T give only one preference or repeat the same preferences for duty title and location**
  - **If it doesn't work out, we're making a blind guess**
- **DON'T "apply" for a specific requirement**
  - **Even if you know about the job, such comments don't help us make "best match" determination; you can, however, note organizations of interest**
- **DON'T leave the comments section blank**
- **DON'T submit the T-ODP late - you may miss out on first round of matching!**

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# ***Career Broadening Assignments***

- **49X - AFMS positions not restricted to a particular Corps**
  - **<http://afpc.randolph.af.mil/medical>**
  - **(Multi-Corps Opportunities)**
  - **Air Staff, Health Promotions, Recruiting, Information Management, etc**

**Remember, medical officers only fill medical career broadening positions**



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# ***Assignments in General***

- **AFPC looks for people with appropriate qualifications to fill MDG requirements**
- **AFPC has minimum of 6 mos to fill new billets**
- **Movement of Staff “In House” - If two or more years time on station, be sure to discuss with appropriate utilization branch**
- **Officers assigned to MDG based on valid unfilled position numbers (UMD), authorized AFSC’s, and available manpower**

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# ***Assignment Eligibility Criteria***

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- **Eligibility for Overseas Tour:**
  - - **2 years Time On Station**
  - - **End of Controlled Tour**
  - - **Validated Surplus**
  
- **Eligibility for CONUS Move:**
  - - **3 years Time On Station**
  - - **End of Controlled Tour**
  - - **Validated Surplus**



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# ***Rules for Join Spouse Moves***

- **CONUS: If separated - 1 yr TOS needed to join spouse**
- **CONUS: If together - one must move for operational reason, other can apply for join spouse assignment**
- **OCONUS: If move separately, each must complete full accompanied tour length**
- **No guarantees: AF needs are primary consideration AO for couples attempt to match timing, base, etc.**
- **Must be **registered** at local Military Personnel Flight as a join spouse**



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# ***Air Force Assignment System***

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- **COT, IPCOT and DEROS Extensions: Case-by-case basis with MAJCOM endorsement**



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## ***Oh, by the way...***

- **Assignment possibilities are “DISCUSSED” with the Consultant/Associate Chief for your AFSC**
- **Don’t expect to homestead anywhere (CONUS or Overseas)**
- **It is your responsibility to ensure your ODSD/STRD is correct**



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# ***Assignment Selection***

**You do NOT have an assignment until you receive a call from your assignment officer and a RIP from the MPF**



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# **Boards, Records, & Promotions**

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# ***Whole Person Concept***

## **FACTOR:**

- **Performance**
- **Professional Qualities**
- **Leadership**
- **Job Responsibility**
- **Depth & Breadth**
- **Specific Achievement**
- **Education**

## **EVALUATE:**

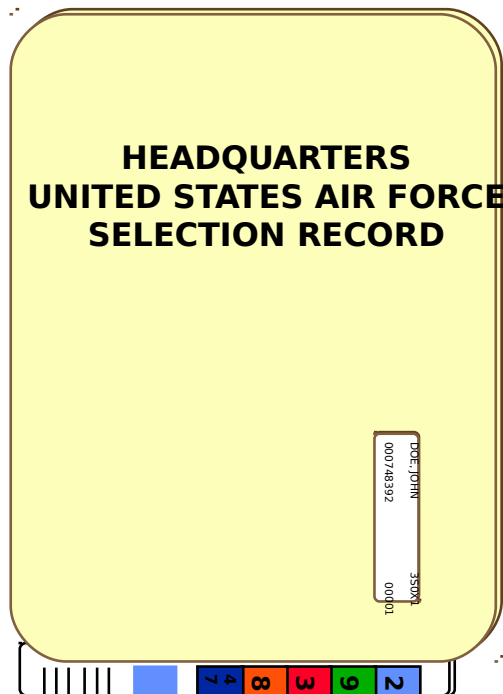
- **PRFs/OPRs/OERs/TRs**
- **Expertise Within Specialty**
- **Command/Staff**
- **Scope/Exposure**
- **Where/What/When?**
- **Awards/Decorations/OPRs**
- **Level/Utilization**

**“POTENTIAL”**



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# ***Selection Record***



- **Promotion Recommendation Form**
- **Record of Performance**
  - Training Reports
  - OPRs
- **Court Martial / Article 15 / LOR**
- **Citation for Approved Decorations**
- **Selection Brief**
- **Letter to Board**

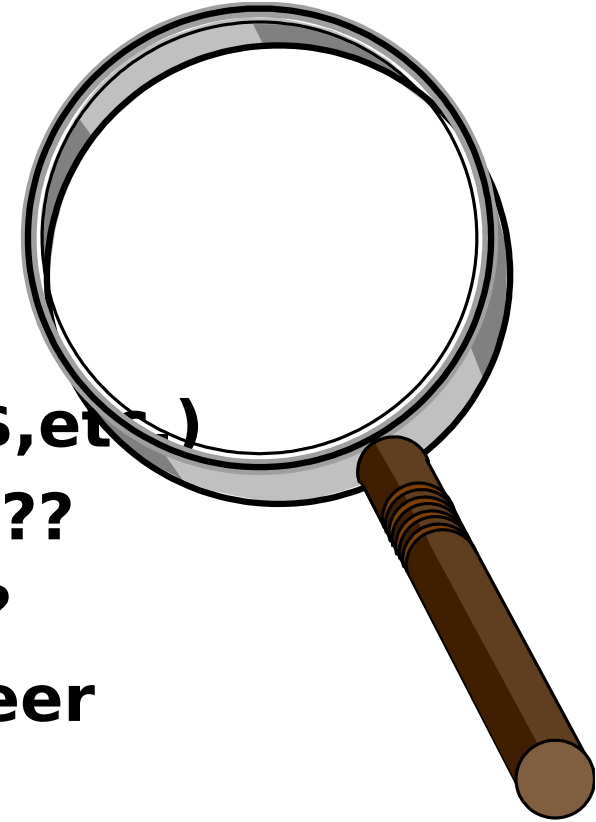


# ***Board Preparation***

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- **Personnel Record up-to-date ??**
- **Appropriate PME ??**
- **Selection Brief Correct ??**
- **OPRS:**
  - **Objective statements ??? (%,\$,etc.)**
  - **Specific Assignment Potential ??**
  - **Reflect Career Development ??**
    - **AFPAM 36-2110, Officer Career Development Guide**
- **Further information available at AFPC website:**



**<http://www.afpc.randolph.af.mil/offprom/>**

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# ***Records Review***

**HQ AFPC/DPPBRI**

**Attention: Review by mail**

**550 C Street West, Suite 5**

**Randolph AFB, Texas 78150-4707**

**Requests by fax: DSN 665-2421**

**Include:**

**Name**

**SS#**

**Mailing address**

**Signature**

**Need to specify whether requesting current record  
or how it was when it met a specific promotion board  
(As Met)**

**<http://www.afpc.randolph.af.mil/offprom/recrequest.htm>**

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***I n t e g r i t y - S e r v i c e - E x c e l l e n c e***



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# ***Officer Selection Video***

- **Air Force Selection Board Secretariat has produced an educational video regarding the promotion process**
- **[http://www.afpc.randolph.af.mil/sbs/Instruction/  
Page/InstructionalVideo.asp](http://www.afpc.randolph.af.mil/sbs/Instruction/Page/InstructionalVideo.asp)**



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# ***CY03 PROMOTION OPPORTUNITIES (IPZ)***

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<b><u>CORPS</u></b>	<b><u>MAJ OR</u></b>	<b><u>LT COL</u></b>	<b><u>COL</u></b>
<b>MC</b>	100%	100%	70%
<b>DC</b>	100%	100%	70%
<b>MSC</b>	95%	80%	55%
<b>BSC</b>	90%	60%	50%
<b>NC</b>	80%	60%	40%
<b>LINE</b>	95%	75%	55%

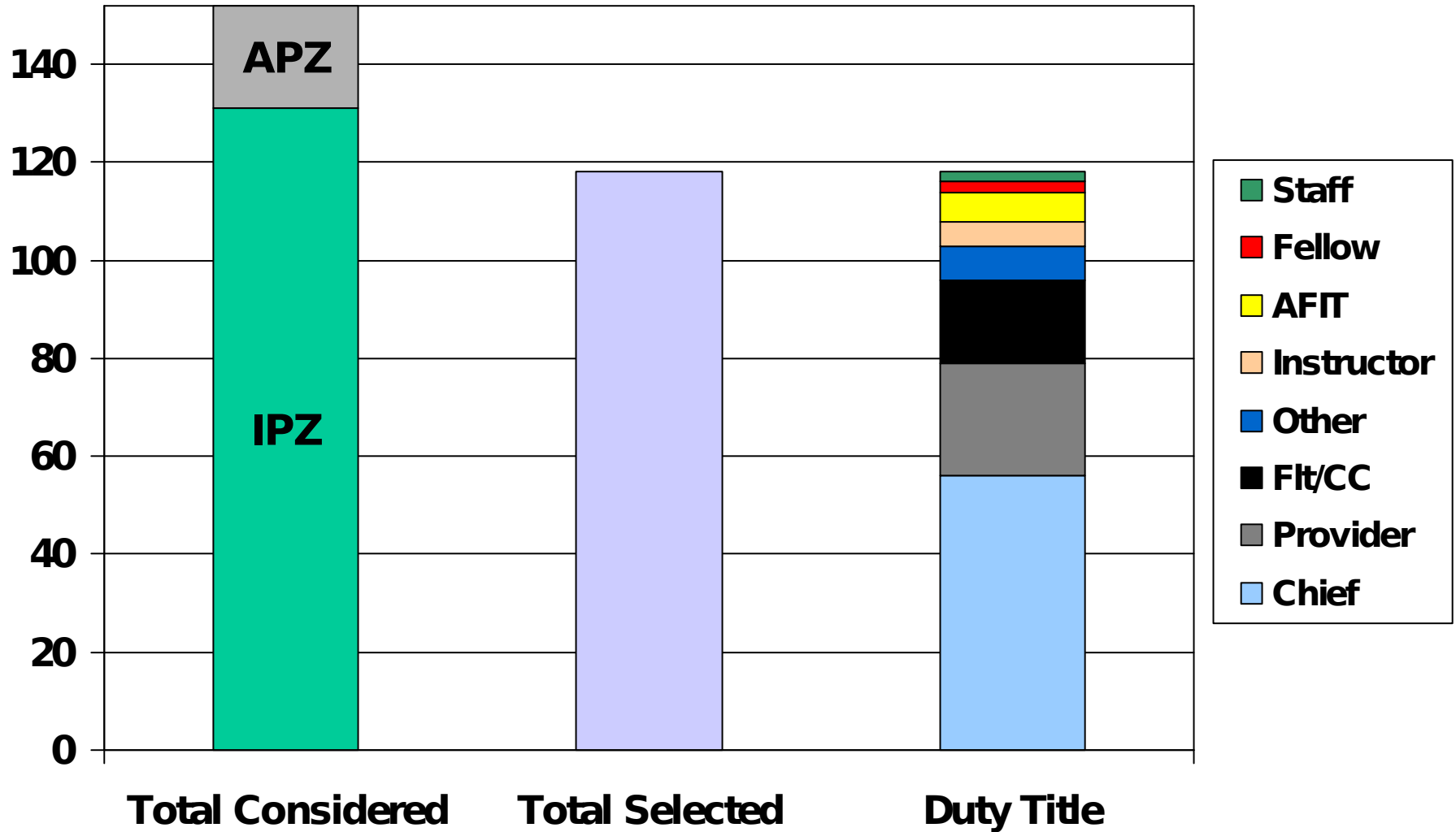
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# CY03A BSC Maj Board



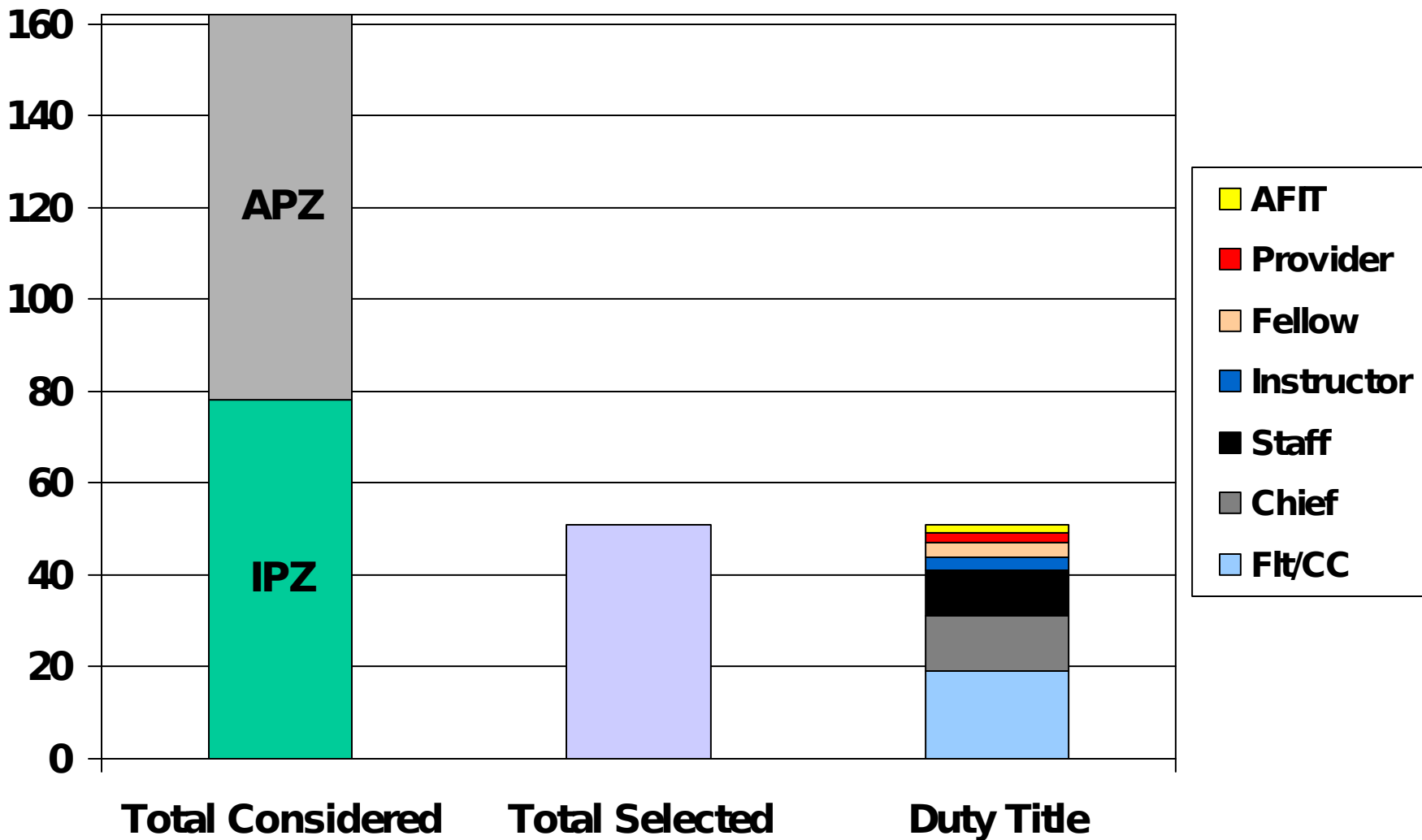
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# CY02 BSC Lt Col Board

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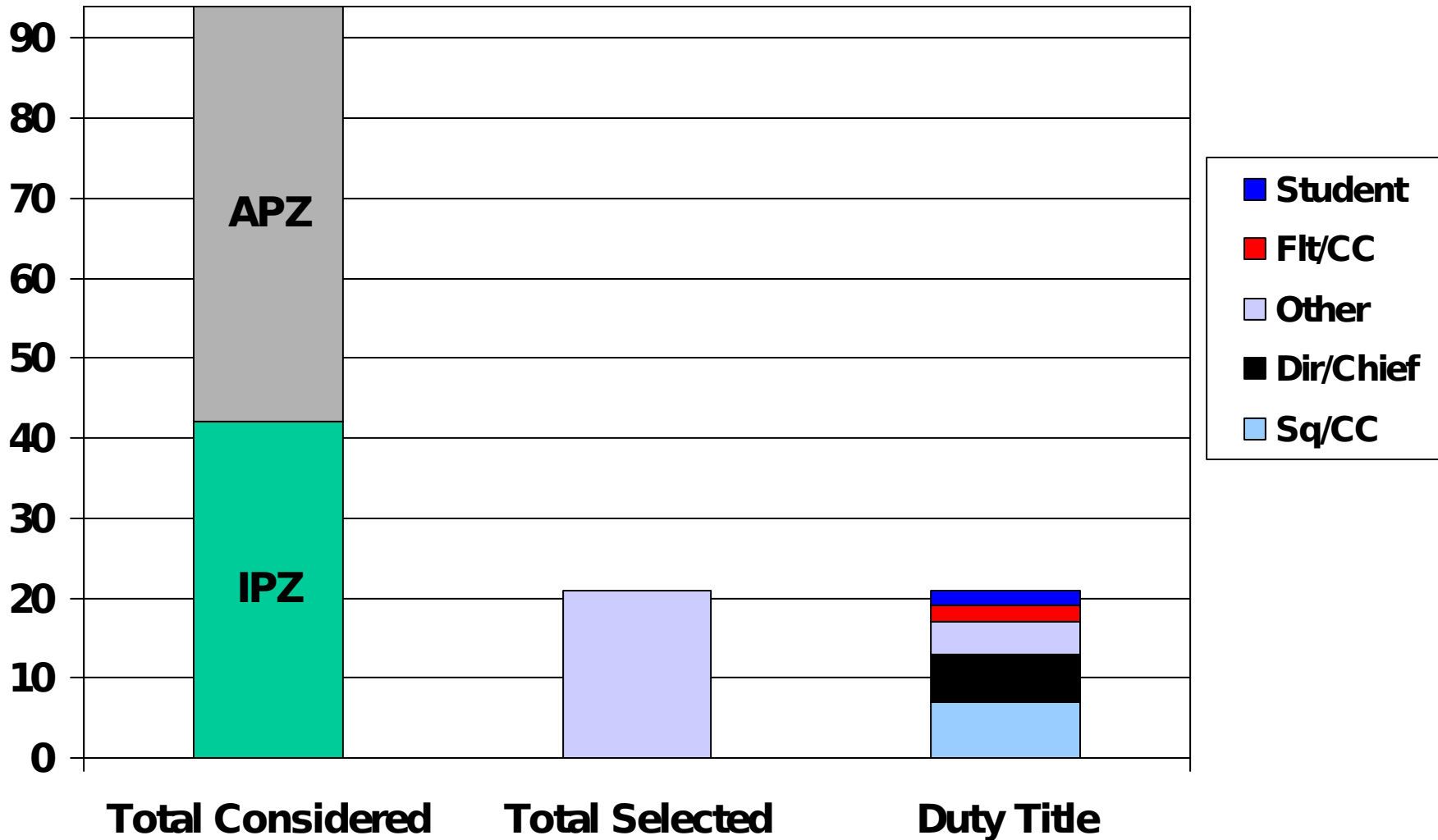


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# CY03 BSC Col Board



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# **Professional Military Education**

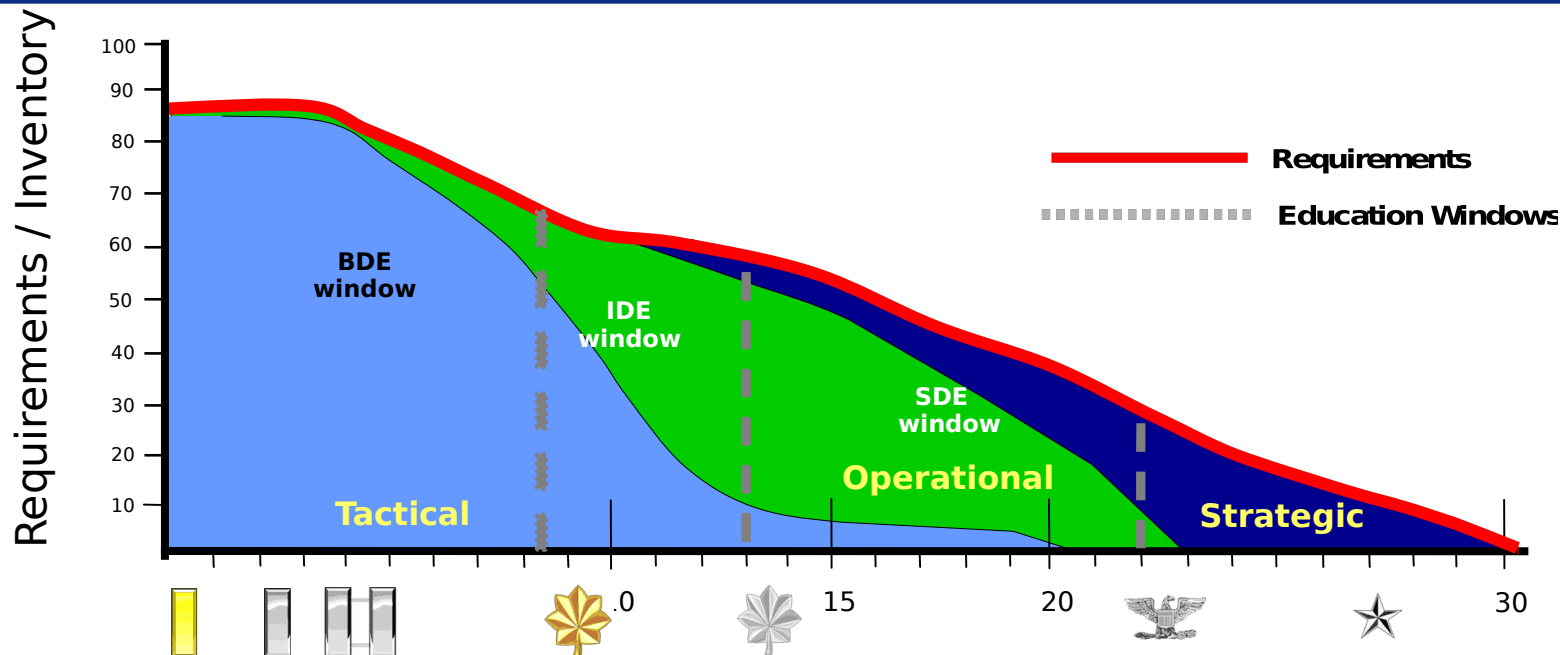
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# Developmental Education

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## **BDE Tactical):**

Developmental Education

Example:

ASBC

**SOS**

AFIP

AFIT

## **IDE (Operational):**

Developmental Education

DE Boarded events/Example:

**ACSC**

CGSC

JMIC

NPS

AF-Sponsored AAD programs

## **SDE (Strategic):**

Developmental Education

near or at the senior officer ranks

DE Boarded events/Examples:

**AWC**

NWC

ICAF

Fellowships

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# ***Three Levels of Developmental Education***

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- **Basic Developmental Education (BDE)**

- Received at tactical level of development
- Examples: ASBC, SOS, AAD, Residency Training

- **Intermediate Developmental Education (IDE)**

- Received at operational level of development
- Examples: ACSC, IES, AAD, EWI

- **Senior Developmental Education (SDE)**

- Received at strategic level of development
- Examples: NDU, Nat'l Def Fellow, AWC, Fellowship

- **Specific Credit for AAD Currently in Review**

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# ***Headquarters U.S. Air Force***

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***PME....Just Do  
It!***



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# **Officer Professional Development & Mentorship**

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# ***Whether You Agree or Not...***

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- **Do Your PME**
- **Get a Master's (if you don't have the equivalent)**
- **Obtain Board Certification, if appropriate**
- **Be Certain to Broaden Your Leadership Experiences**
- **Talk to Your Rater About Your Goals--and OPR Recs**
- **Review Your Records--With A Senior Officer**
- **Assure information in SURF is correct & current**

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# ***Leadership Training Opportunities***

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- **Biomedical Officer Management Orientation Course**
  - Sheppard AFB TX
- **Intermediate Executive Skills Course**
  - Sheppard AFB TX
- **Senior Executive Skills Courses**
  - InterAgency Institute @ George Washington University
  - MHS Capstone Course @ Walter Reed

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# ***Take Care of Yourself***

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- **Career Wise**
- **Individually**
- **Family**
- **Physically**
- **Spiritually**
- **Financially**



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# ***Are you Fit to Fight?***

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## ***The AF is committed to being Fit to Fight***

- **New program merges fitness and weight management programs**
- **Commander-driven program/unit-based physical training**
- **Health-based fitness assessment - Composite score**
  - **Aerobic component - 1.5-mile run/sub-maximal alternative (50%)**
  - **Body composition - Abdominal circumference (30%)**
  - **Strength component - Push-ups/crunches (10% / 10%)**
- **Education/Intervention**
  - **Targeted intervention based on fitness level/health risk**
  - **Standardized HAWC fitness/nutrition/behavior modification programs**
- **Tracking and Reporting**
  - **Phase 1: Web-based data entry and basic status reports**
  - **Phases 2/3: Enhance reporting, user roles, system interfaces**
- **Marketing**
  - **Web-based commander toolkit (briefings, e-mail messages, posters)**



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# ***Fitness Composite Scoring***

<b>Score</b>	<b>Fitness Level</b>	<b>Actions</b>
<b>90 - 100</b>	<b>Excellent</b>	➤ <b>Retest in 12 months</b>
<b>75 - 89.9</b>	<b>Good</b>	➤ <b>Retest in 12 months</b>
<b>70 - 74.9</b>	<b>Marginal</b>	➤ <b>Retest in 6 months</b> ➤ <b>Lifestyle Education</b>
<b>0 - 69.9</b>	<b>Poor</b>	➤ <b>Retest in 3 months</b> ➤ <b>Monitored PT</b> ➤ <b>Lifestyle Education</b> ➤ <b>Targeted Intervention</b>

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# ***Take Care of Your Career/Record***

---

- Conditional Reserve Status (CRS)
- Academic Degrees
- AFSCs, Primary and Duty
- Duty History
- Duty Titles
- Security Clearance
- OPRs

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# ***Conditional Reserve Status***

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- **CRS-offered to eligible officers who are qualified and desire to remain on active duty beyond their initial date of separation (DOS)**

**Eligible for CRS at 2 years past EAD but *must* have six (6) months retainability or else package will not be considered.**

**See AFI 36-2610 for details.**



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# ***Conditional Reserve Status***

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- If selected, officer is given an Indefinite DOS
- Does **NOT** mean an officer is guaranteed or committed to 20 year career
- If non-selected, can reapply after six (6) months



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- OPRs

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- OPRs

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# ***Take Care of Your Career/Record***

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- Security Clearance
- OPRs

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# ***Top 10 Ways to Avoid Promotion***

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- 1. Fail to do your current job!!!**
- 2. Receive formal disciplinary action**
- 3. Don't do PME**
- 4. Focus on your career, not on the mission**
- 5. Do just enough to get by**
- 6. Fail to meet AF standards**
- 7. Do not get advanced degree**
- 8. Mentor only yourself**
- 9. Provide no input for OPR/PRF**
- 10. Homestead**

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# **New BSC Coin**

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# ***BSC Coin***

- **2002 Coin Design**
  - **Supply exhausted**
  - **Thanks for your support!!**

- **2004 Coin Design**
  - **Winner**
    - **Lt Col Chuck Boardman**
  - **Expect First Production in Jun 2004**
- **Order Forms on BSC Website**



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# *A little closer look...*



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# **Headquarters AFPC AFMS Staff**

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# WEB SITE ADDRESSES

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- **General Personnel Information:**  
<http://www.afpc.randolph.af.mil>
- **BSC Specific Assignment Information:**  
<http://www.afpc.randolph.af.mil/me/bsc/>
- **Air Force Medical Services (AFMS),**  
<http://www.airforcemedicine.afms.mil/>
- **BSC Home Page:**  
<https://kx.afms.mil/bsc>



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# ***Contact Information***

- **BSC Web Page:**  
**<https://kx.afms.mil/bsc/>**
  - Central repository for frequently accessed information
  - Link to specialty pages
  - Facilitates communication
- **Phone: DSN 754-1801**
- **Email:**  
**[bsc@pentagon.af.mil](mailto:bsc@pentagon.af.mil)**



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***Questions?***



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A photograph of a paved path leading through a forest of tall pine trees. The ground is covered in snow, and the path is clear. The trees are tall and thin, with green needles. The sky is blue with some white clouds. The path leads into the distance, flanked by trees on both sides. The snow is white and covers the ground and the path. The trees are tall and thin, with green needles. The sky is blue with some white clouds. The path leads into the distance, flanked by trees on both sides.

**Have a Great  
Air Force Day!!**